

Public Works Department Parking Division Performance Review Employee Survey Results

City of San Antonio
Performance Analysis Team

Employee Survey Results

- Part I: Survey Demographics
 - 43.3% (13/30) of respondent's have been with the City and at their current job between 7 months and 5 years
 - 63.3% (19/30) of respondent's classified their current job as "other" (Examples: Parking Attendants Enforcement Officers, Meter Technicians etc.)
 - 83.3% (25/30) of respondent's are permanent full-time employees
 - 93.3.% (28/30) of respondent's indicated that they have direct contact with the public

Employee Survey Results

- Part II: Job Requirements, Skills and Training
 - I feel I know how to do my job. - 70% (21/30)
Strongly Agree
 - I feel I was well trained to do my job. - 33.3% (10/30)
Strongly Agree
 - I feel that I am provided with the appropriate tools and equipment to do my job effectively. - 30% (9/30)
Somewhat Disagree
 - I understand what is expected of me daily. - 56.7% (17/30) Strongly Agree

Employee Survey Results

- Part II: Cont'd
 - I am expected to make decisions when my job requires it. - 60% (18/30) Strongly Agree
 - I feel prepared to make a decision when my job requires it. - 63.3% (19/30) Strongly Agree
 - If I failed to do my job, someone would notice right away. - 46.7% (14/30) Strongly Agree
 - I am willing to work over-time if we are short-handed.
- 60% (18/30) Strongly Agree

Employee Survey Results

- Part III: Environment and Communications
 - I like the way my work area looks. - 20% (6/30)
Strongly Disagree, 23.3% (7/30) Somewhat Agree
and 23.3% (7/30) Agree
 - The way my work area looks is important to me. -
60% (18/30) Strongly Agree
 - I feel the importance of my job has been expressed
to me. - 43.3% (13/30) Strongly Agree
 - My supervisor lets me know what is expected of me.
- 40% (12/30) Strongly Agree

Employee Survey Results

- Part III: Cont'd
 - I feel comfortable expressing work-related ideas/concerns to my supervisor. - 50% (15/30) Strongly Agree
 - I feel my supervisor is consistent about how rules are applied. - 20% (6/30) Somewhat Disagree and 23.3% (7/30) Strongly Agree

Employee Survey Results

- Part IV: Employee Recognition
 - Being recognized for doing a good job is important to me. - 60% (18/30) Strongly Agree
 - I believe my supervisor knows when I am doing a good job. - 30% (9/30) Agree and 26.7% (8/30) Strongly Agree
 - I do not go out of my way for recognition. - 33.3% (10/30) Agree and 23.3% (7/30) Strongly Agree

Employee Survey Results

- Part V: Employee Satisfaction
 - I am satisfied with how my talents and skills are used by my division. - 26.7% (8/30) Somewhat Satisfied, 26.7% (8/30) Satisfied and 23.3% (7/30) Very Satisfied
 - I am satisfied with my working environment. - 20% (6/30) Dissatisfied and 26.7% (8/30) Satisfied
 - I am satisfied with how my division is managed. -
 - 16.7% (5/30) Very Dissatisfied
 - 13.3% (4/30) Dissatisfied
 - 13.3% (4/30) Somewhat Dissatisfied
 - 20% (6/30) Somewhat Satisfied
 - 13.3% (4/30) Satisfied
 - 13.3% (4/30) Very Satisfied